

The Director

Central Intelligence Agency

DD/A Registry

78-054512

Executive Registry

Washington, D.C. 20505

DD/A Registry

File

SEP 1978

*Handwritten signature*  
Ref:

The Honorable Alan K. Campbell  
Chairman, United States Civil  
Service Commission  
Washington, D.C. 20415

Dear Scotty,

Thank you for your letter of 8 September 1978 inviting us to participate in the Program Development Conference to be held October 22-25, 1978, in Ocean City, Maryland. Mr. F. W. M. Janner, Director of Personnel, and [redacted] Deputy Director of Personnel for Plans and Control, will attend. STATINTL

Again, I appreciate your writing to me and giving us an opportunity to participate in this most significant meeting.

Yours,

/s/ Frank C. Carlucci

*for* STANSFIELD TURNER

Distribution:

Orig - Addressee

1 - DCI

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STATINTL

EA-D/Pers

Originator:

*Handwritten signature*

Director of Personnel



CHAIRMAN

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UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

SEP 8 1978

DD/A Registry

78-0545/17

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Honorable Stansfield Turner  
Director  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Admiral *Stan* Turner:

As a major step in the President's program of civil service reform, we invite you to select representatives to participate in a Program Development Conference to be held October 22-25, 1978, in Ocean City, Maryland. Approximately 300 line managers will join 100 personnel managers to help us work out a design for implementation of civil service reform that will ensure meeting the President's objectives of a more effective Federal work force.

Our early work with agency staff convinces us that the improvements will be in direct proportion to the involvement of both personnel and agency operating executives and managers in their planning and implementation.

The conference will address performance appraisal, merit pay, adverse actions, Senior Executive Service, productivity, and other areas of importance to effective management.

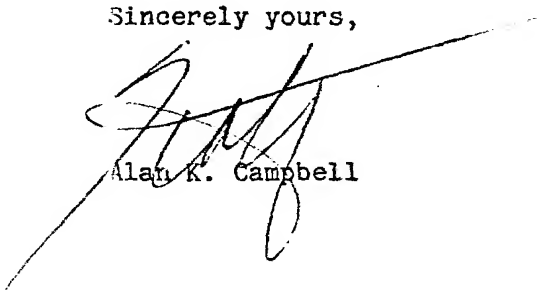
It is critical that we assemble a cross-section of top quality managers who represent many program areas, different organizational levels, and field as well as headquarters viewpoints. You should nominate individuals in whom you have full confidence; who are held in high esteem within their organizations; who visualize the management of people as an important part of their total managerial responsibility; and who are creative in their work.

We are allotting one space for managers in your agency in addition to a space for your personnel director. Several line managers from a number of agencies are now working, in eight groups, preparing issue papers for the conference. These managers will also be participating in the conference but will not be counted against your total. (Instructions for nomination of participants and other details of the conference will be sent to your personnel director along with a copy of this letter.)

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We are very excited about the potential benefits of this conference. We hope you and your key people will see it as an important step in building a new personnel management system which will be maximally effective in achieving your agency's mission.

Sincerely yours,



Alan K. Campbell

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# ROUTING AND RECORD SHEET

SUBJECT: (Optional)				
Civil Service Reform Program				
FROM: F. W. M. Janney Director of Personnel 5 E 58		EXTENSION	NO.	
			DATE 21 SEP 1978 STATINTL	
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Executive Officer, DD/A				<p>Enclosed is a suggested letter to Chairman Campbell in response to his letter to Admiral Turner of 8 September. In his letter he suggests that we send representatives to participate in a Program Development Conference to be held October 22-25, 1978, in Ocean City, Maryland. Directors of Personnel are expected to attend. [ ] Deputy Director of Personnel for Plans and Control, will accompany me to the Conference. I believe this to be adequate and appropriate representation for the Agency.</p> <p>The program deals with civil service reform; and, while we are exempt, it will be worthwhile to participate and perhaps acquire some information and/or ideas that may assist in enhancing the Agency personnel management program.</p> <p>(Signed) F. W. M. Janney</p> <p>F. W. M. Janney</p>
2.				
3. Associate DD/A				
4.				
5. Deputy Director for Administration		STATINTL		
6.				
7. Deputy Director of Central Intelligence				
8.				
9. Director of Central Intelligence				
10.				
11. D/Pers 5 E 58				<p>Att</p> <p>STATINTL</p>
12. Dist: Orig RS - Return to D/Pers				
13. 1 - DCI 1 - DDCI				
14. 1 - ER 1 - DDA				
15. 1 - D/Pers Chrono (w/h) 1 - DD/Pers/P&C 1 - RDK Chrono				
EA-D/Pers [ ] rj (9/21/78)				

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